

State of California

DEPARTMENT OF THE YOUTH AUTHORITY



OPEN EXAMINATION
PSYCHOLOGIST - CLINICAL
CORRECTIONAL FACILITY

IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE STATE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE, AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

EXAMINATION TYPE This is an open STATEWIDE examination, . Applications will not be accepted on a promotional basis.

FILE FILING DATE Applications will be accepted on a continuous basis

HOW TO APPLY Applications are available at Youth Authority offices/facilities, State Personnel Board at website: www.spb.ca.gov, and at offices of the Employment Development Department.

Applications may be filed in person or by mail with the:

Department of the Youth Authority
Personnel Management Services Division
4241 Williamsborough Drive, Suite 115
Sacramento, CA 95823
(916) 262-1338

If you have a disability and need special testing arrangements, mark the appropriate box in Part 2 of the “Application for Examination.” You will be contacted to make specific arrangements.

EXAMINATION INFORMATION This examination will consist of a qualifications appraisal interview weighted 100%. In order to obtain a position on the eligible list, a minimum rating of 70% must be attained in the interview.

SALARY RANGE \$4284 - \$5623
Recruitment and Retention: In addition to the above salary a \$300 recruitment and retention bonus (per month) may be offered.

REQUIREMENTS FOR ADMITTANCE **REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION**

NOTE: It is your responsibility to make sure you meet the education and/or experience requirements stated below. Your signature on your application indicates that you have read, understood and possess the basic qualifications required.

MINIMUM QUALIFICATIONS

License: Possession of a valid license as a Psychologist issued by the California Board of Psychology and possession of an earned doctorate degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code. Individuals who do not qualify for licensure by the California Board of Psychology or who are in the process of securing this license will be admitted into the examination and may be appointed, but must secure a valid license within two years of an appointment; however, an individual shall be employed only to the extent necessary to be eligible for licensure plus one year. An extension of the waiver may be granted for an additional one year based on extenuating circumstances, as provided by Section 1277 (e) of the Health and Safety Code of Section 5600.2 (f) of the Welfare and Institutions Code, whichever is applicable.

(Unlicensed individuals who are recruited from outside the State of California and who qualify for licensure may take the examination and may be appointed for a maximum of one year at which time licensure shall have been obtained or the employment shall be terminated. Additionally, they must take the licensure examination at the earliest possible date after the date of employment.)

An extension of the waiver may be granted for an additional one year based on extenuating circumstances as provided by Section 1277 (e) of the Health and Safety Code or Section 5600.2 (f) of the Welfare and Institutions Code, whichever is applicable. Individuals granted an additional one year based on extenuating circumstances may be appointed for a maximum of two years at which time licensure shall have been obtained or the employment shall be terminated.

DISTINGUISHING CHARACTERISTICS This class is concerned with the clinical range of psychological services and concentrates on the psychological aspects of mental disability, its alleviation, change and study. Employees in this class independently carry journey person assignments of clinical psychological work with a minimum of supervision. They may review the work of Clinical Psychology Interns and Psychology Associates and give general advice and assistance to them, but their primary responsibility is the completion of their staff assignments.

SPECIAL PERSONAL CHARACTERISTICS Empathetic understanding of patients of a State correctional facility; willingness to work in a State correctional facility; scientific and professional integrity; emotional stability; patience; alertness; tact; and keenness of observation.

SPECIAL PHYSICAL CHARACTERISTICS Persons appointed to this position must be reasonably expected to have and maintain sufficient strength, agility and endurance to perform during stressful (physical, mental and emotional) situations encountered on the job without compromising their health and well-being or that of their fellow employees or that of youthful offenders.

Assignments may include sole responsibility for the supervision of youthful offenders and/or the protection of personal and real property.

SEE REVERSE SIDE FOR ADDITIONAL INFORMATION

Department of the Youth Authority
4241 Williamsborough Drive, Suite 115
Sacramento, CA 95823
Telephone: (916) 262-1338

Psychologist - Clinical, Correctional Facility
Final Filing Date: Continuous Filing
Class Code: 9283-XL54

THE POSITION

Under general direction in a Youth Authority facility, carries out difficult assignments in clinical psychology which involves the assessment and treatment of youthful offenders, program development and evaluation, clinical research, professional training, consultation and crisis intervention for youthful offenders; maintains order and supervises the conduct of youthful offenders; protects and maintains the safety of persons and property; and does other related work.

Vacancies exist with the Department of the Youth Authority at various facilities.

SCOPE

In addition to evaluating the competitor's relative abilities as demonstrated by quality and breadth of experience, emphasis in the examining interview will be on measuring competitively, relative to job demands, each competitor's:

A. Knowledge of:

1. Psychological theories and research.
2. Principles, techniques and problems in developing and coordinating a clinical psychological treatment program.
3. Principles, techniques and trends in psychology with particular reference to normal and disordered behavior, human development motivation, personality learning, individual differences, adaptation and social interaction.
4. Methods for the assessment and modification of human behavior.
5. Characteristics and social aspects of mental disorders and retardation.
6. Research methodology and program evaluation, institutional and social process, group dynamics.
7. Functions of psychologists in various mental health services.
8. Current trends in the field of mental health.
9. Professional training.
10. Community organization and allied professional services.

B. Ability to:

1. Plan, organize and work in a specialized clinical psychological treatment program involving members of other treatment discipline.
2. Provide professional consultation and program leadership.
3. Teach and participate in professional training.
4. Recognize situations requiring the creative application of technical skills.
5. Develop and evaluate creative approaches to the assessment, treatment, and rehabilitation of mental disorders, to the conduct of research, and to the development and direction of a psychological program.
6. Plan, organize and conduct research, data analysis and procedures.
7. Conduct assessment and psychological treatment procedures.
8. Secure the cooperation of professional and lay groups.
9. Analyze situations accurately and take effective action.
10. Communicate effectively.

ELIGIBLE LIST

The eligible list resulting from this examination will be used to fill vacancies which may occur at Youth Authority facilities located throughout the State. Names of successful competitors are merged into the list in order of final scores, regardless of date. Eligibility expires 24 months after it is established.

VETERANS PREFERENCE CREDIT

Veterans preference credit will be added to the final score of all competitors in this examination who qualify for and have requested these points and who are successful in all part(s) of the examination.

GENERAL INFORMATION

Applications (Form 678) must be postmarked by the United States Postal Service no later than the final filing date. Applications postmarked, personally delivered or received via interoffice or interagency mail after the final filing date will not be accepted for any reason.

For an examination without a written feature, it is the candidate's responsibility to contact the Department of the Youth Authority, Personnel Management Services Division, Examination Unit, in Sacramento at (916) 262-1338, three weeks after the final filing date if he/she has not received a progress notice.

It is the candidate's responsibility to contact the Department of the Youth Authority three days prior to the oral interview date if he/she has not received his/her notice.

If a candidate's notice of oral interview or performance test fails to reach him/her prior of the day of the interview due to a verified postal error, he/she will be rescheduled upon written request.

Applications are available at Youth Authority facilities, State Personnel Board, and local offices of the Employment Development Department.

If you meet the requirements stated on this bulletin, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination described on this bulletin will be compared with the performance of the others who take this test and all candidates who pass will be ranked according to their scores.

Promotional Examinations Only: Competition is limited to employees who have permanent civil service appointment. Under certain circumstances other employees may be allowed to compete under provisions of Rules 234, 235, and 235.2 State Personnel Board Rules 233, 234, 235, 235.2 and 237 contain provisions regarding civil service status and eligibility for promotional examinations. These rules may be reviewed at departmental personnel offices or at the Information Counter of State Personnel Board offices.

The Department of the Youth Authority reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.

Examination Locations: Ordinarily, oral interviews are scheduled in Sacramento, San Francisco and Los Angeles. However, locations of interviews may be limited or extended as conditions warrant.

Eligible Lists: Eligible lists established by competitive examinations, regardless of date, must be used in the following order: 1) subdivisional promotional; 2) departmental promotional; 3) multi-departmental promotional; 4) service-wide promotional; 5) departmental open; and 6) open eligible list. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in from one to four years unless otherwise stated on this bulletin. In the case of continuous testing examinations, names are merged into the appropriate eligible lists in order of final test scores regardless of the date of the test and the resulting eligible lists will be used only to fill vacancies in the area shown on the bulletin.

General Qualifications: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment and ability to work cooperatively with others; and have a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigations may be made of employment records and personal history and fingerprinting may be required.

Interview Scope: If an interview is conducted, in addition to the scope described on the other side of this bulletin, the panel will consider education, experience, personal development, personal traits and fitness. In appraising experience, more weight will be given to the breadth and recency of pertinent experience and evidence of the candidate's ability to accept and fulfill increasing responsibilities than to the length of his/her experience. Evaluation of a candidate's personal development will include consideration of his/her recognition of his/her own training needs; his/her plans for self-development; and the progress he/she has made in his/her efforts toward self-development.

High School Equivalence: Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Education Development (GED) Test; 2) completion of 12 semester units of college-level work; 3) certification from the State Department of Education, a local school board or high school authorities that the candidate is considered to have education equivalent to graduation from high school; or 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis.

Policy of Nondiscrimination on the Basis of Disability and Equal Employment Opportunity Statement: The Department of the Youth Authority does not discriminate on the basis of disability in employment or in the admission and access to its programs or activities. Information concerning the provisions of the ADA, and the rights provided there under, are available from the ADA Manager, Equal Employment/Community Participation Office, 4241 Williamsborough Drive, Suite 201, Sacramento, California 95823, (916) 262-1475.

Appeal Information: You may file a written appeal to the State Personnel Board at P.O. Box 944201, Sacramento, CA 94244-2010, to review your rating if you believe that the panel failed to follow prescribed standards or procedures or misinterpreted the minimum qualifications prescribed for the class; or if you can demonstrate that the rating was the result of fraud, or of discrimination within the meaning of Sections 19702 or 19703 of the Government Code, or of other improper acts or circumstances. *The appeal must be filed within 30 days after the notice of examination result were mailed and must state the facts, information, or circumstances upon which the appeal is based.* Appeals are heard by the State Personnel Board in public hearings held in Sacramento, San Francisco and Los Angeles.

MISSION AND VALUES

The Mission of the Youth Authority is to protect the public from criminal activity by providing education, training, and treatment services to youthful offenders committed by the courts; directing these offenders to participate in community and victim restitution; assisting local justice agencies with their efforts to control crime and delinquency; and encouraging the development of state and local programs to prevent crime and delinquency. In order to enhance our ability to accomplish our mission, we have a shared set of values. **We Value: The Worth of the Individual** - We treat all people with dignity, respect, and consideration. **People's Ability to Grow and Change** - We believe people have the ability to grow and change, and we provide the opportunity for them to do so. **Staff as Our Greatest Resource** - We encourage staff to develop personally and professionally and to participate in decision making. **Ethical and Moral Behavior** - We demonstrate a behavior which is fair, honest, and ethical both on and off the job. **Citizen Participation** - We invite public involvement, support, and assistance to plan, deliver, and evaluate programs. **Excellence** - Our performance demonstrates a commitment to and recognition of quality, dedication, and innovation. **A Safe and Healthy Environment** - We believe that physical and mental health are important, and our commitment is to provide a safe and secure work and living environment.

THE DEPARTMENT OF THE YOUTH AUTHORITY

4241 Williamsborough Drive, Suite 115
Sacramento, CA 95823
Telephone: (916) 262-1338
Recorded Examination Line: (916) 262-1328
Web Site: www.cva.ca.gov

California Relay Service for Hearing Impaired
From TDD Phone: 1-800-735-2929
From Voice Phone: 1-800-735-2922

TDD is a Telecommunications Device for the Deaf and is reachable only from phones equipped with a TDD Device.